

Dear NHS Trust or Clinical Commissioning group,

I would appreciate a response as detailed as possible please.

"Simon Stevens and Amanda Pritchard wrote to all NHS trusts and CCG Chief Executives on the 29th of April to advise that employers, on a precautionary basis, should conduct risk assessments for staff at greater risk during the COVID-19 pandemic and to act accordingly.

Has your organisation completed risk assessments on all Black Asian and Minority Ethnic (BAME) staff?

AND

What precautions, if any, have you put in place to protect BAME staff once they've been risk assessed?"

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We have been very concerned to see at national level how our Black, Asian and Minority Ethnic (BAME) colleagues and communities have been disproportionately and tragically affected by the COVID-19 pandemic and although the full extent of the reasons why this is are not yet known, we have been keen to make sure we are protecting and supporting our BAME colleagues and communities during this difficult time.

As a Trust we have been monitoring the impact of the disease on all of the groups of our staff that appear to be at a higher risk of experiencing the most serious consequences if they contract the virus. This is to enable us to put appropriate measures and support in place.

Working in conjunction with our BAME, LGBT and Disability and Neurodivergence Staff Networks we have jointly developed a Risk Assessment process which has been implemented for all our staff and whilst we have not as yet completed risk assessments for all BAME and Vulnerable staff, through this process, we have put in place arrangements to ensure:

- Every member of staff has access to an individual Risk Assessment and our staff in vulnerable groups such as our BAME staff are prioritised for these risk assessments.
- These assessments will consider any impact and vulnerability in relation to gender, demographics and any underlying health conditions and the COVID-19 risk staff may be exposed to at work

What precautions, if any, have you put in place to protect BAME staff once they've been risk assessed?"

We have committed to supporting each and every one of our staff and particularly our BAME staff and those in Vulnerable Groups in implementing safer working practices where this is needed following the risk assessments, this includes:

- Ensuring staff are supported to use PPE appropriately and adequate PPE is made available as a priority for all staff in all clinical settings, in keeping with national guidance.
- Our staff (including our BAME and other vulnerable staff) who require a COVID-19 Test have been able to access it within 24 hours for themselves and family members.

- Where a risk assessment has identified that it is unsafe for the member staff to continue to work in their existing work environment then in conjunction with the member of staff, and where required following advice from Occupational Health other options have been explored e.g. remote working or redeployment to lower risk areas. Additionally, where required staff rotas and shift patterns will be equality impact assessed to ensure BAME staff are not disproportionately impacted
- Infection prevention and control measures like social distancing in all work areas including patient areas, staff areas and communal areas and hand washing as per national guidance have been implemented to ensure these are maintained strictly.
- Prompt proactive and individual staff wellbeing support has been made available for all staff but in particular our BAME staff and those staff in vulnerable groups will be prioritised for support where this is required.
- Hotel or alternative accommodation for staff needing to distance from highly vulnerable shielded relatives has been put in place as a way of enabling staff to keep their families safe.
- Staff have also been advised of the routes available to raise any concerns that they have in a safe manner and without fear of retribution